

DATE: 10 April 91

MEMORANDUM FOR DIRECTOR OF DEFENSE INFORMATION

SUBJECT: Issues of Concern for the Civilian Human Resources Functional Group

This responds to your request that I send you information regarding areas where DDI intervention will resolve issues or expedite the process of completing a business case.

There are four areas of primary concern:

1) Cost Data By DASD (IS) memorandum of 13 February, this group requested basic baseline resource data from the Components. The requested data concerned serviced populations, numbers of personnel by major functional activity (i.e. placement, classification, training, labor relations), cost data related to salaries and operations by functional activity, and the numbers of personnelists engaged in staff and operating roles.

The Services and DLA have refused to provide the data (attachments 1 & 2). The Defense Agencies have provided the information. We have no cost data for the function, other than ADP costs. The data which we have requested is probably less data than we will need to do the business case analysis under the new procedures. There are several options available to obtain the information:

-One option is to direct that the Components provide what we will need.

-A second is to request, via CIM Council members, permission to use the data gathered for unit cost initiatives in order to attempt to assemble data for the business case. These data are available at the Defense Manpower Data Center, and can possibly be used to support all CIM groups.

-Comptroller will permit use of data if (1) Service and Components approve, (2) no DMDC resources are diverted from unit cost projects, and (3) CIM will resource DMDC if support requirements become a burden on a continuing basis.

-Each Service/Component has a Unit Cost point of contact who can approve the request.

2) People Based on decisions of the Director, FIM, and the IRS ruling related to long term TDY, the current group of detailees was advised that we would be completing Phase II of CIM NLT 30 April 1991. The Components are expecting their people back. The out-of-towners have given notice to their apartment managers. Because of changes in procedures, and the lack of cost data upon which to make a business case, it now

appears that the group will not be finished on 30 April. We have requested that the Services extend the local people. Indications are that the services will call their people back. Because of the uncertainties surrounding Phase III, and the type of people needed, no new request has gone out to repopulate the working group and informal indications are that service cooperation in staffing Phase III will not be forthcoming.

-Request your assistance in getting Service participation on the group.

-Request decisions related to "who" and "how" of phase III, as well as those regarding the resourcing of phase III.

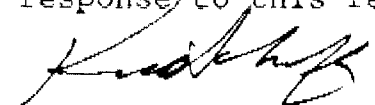
One option to consider is to provide the funding to the functional managers to support the long term reassignment of key people to the project. Assignment to the CIM project has not been "career enhancing" nor is it likely to be so viewed unless we have something to offer those assigned to the project.

3) External Benchmarks You indicated that you could provide us with information on private sector employers to whom we could go for benchmarking data. We would appreciate your assistance in this area.

4) Support for Phase III In order to assure that Phase III is completed in a timely and professional manner, the Services need to be fully aware of the need to send their best, and need to be fully informed of what their people will be doing, and why! Request that you advise the Services of your requirements, of the need for the business case, and the uses to which that business case will be put.

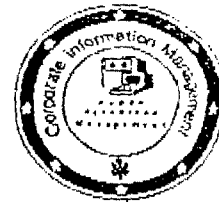
If you would like us to prepare correspondence on any of these issues for you, we would be pleased to do so.

Thank you for the discussion you held with the group. Your visit was significant to the people because they were able to hear first hand from the new leadership. Thank you also for any help that you are able to provide in response to this request.

  
Kenneth C. Schefflen  
Chairman, Civilian Human Resources  
Functional Group



DEPARTMENT OF DEFENSE  
CORPORATE INFORMATION MANAGEMENT (CIM)  
PERSONNEL



TELECOPIER TRANSMITTAL SHEET

PLEASE PASS THE ATTACHED DOCUMENTS TO  
THE FOLLOWING INDIVIDUAL IMMEDIATELY

- RECIPIENT: *Mn. Strossman*
- TELEPHONE: *614-0548 Room 30200*
- ORGANIZATION NAME/BUILDING/  
ROOM NUMBER: *DDI Office*
- NUMBER OF PAGES SENT (INCLUDE COVER SHEET): *7*
- DOCUMENTS SENT BY: *Ken Scheffler*
- TELEPHONE (Comm.): (703) 756-0446 (703) 756-0410  
(703) 756-0314 (703) 756-0446
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COMMENTS:

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